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ABSTRACT

The Office of Communication of the United Church of Christ has conducted two studies on the racial and sexual composition of public television employees: first, an analysis of the 1971 and 1972 Annual Employment Reports filed by most of the public broadcasting licensees, and second an analysis of the racial and sexual composition of the boards of directors of 31 public television stations. The report describes the results of these analyses and concludes that public television station licensees appear to have made only minimal progress in improving the employment opportunities for minority group members, that in most cases the proportion of minority employees found in public television is below that found among commercial stations, that the employment opportunities afforded women appear to be only slightly better in public television than in commercial television, and that both minority groups and women are underrepresented among directors of stations. (Author/SH)

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PUBLIC TELEVISION STATION EMPLOYMENT PRACTICES AND THE COMPOSITION OF BOARDS OF DIRECTORS: THE STATUS OF MINORITIES AND WOMEN

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SUMMARY

In their Annual Employment Reports for 1972, the 125 public television licensees included in this study reported that 9.2% of their full time employees were members of minority groups, as against 8.2% in 1971. The proportion of women employed full time in 1972 was 28.1%, and was 27.2% in 1971.

Forty-four of the 125 stations, 35.2%, employed no minority group members on a full time basis in 1972. In the upper three job categories, Officials and Managers, Professionals, and Technicians (in which about 75% of the public television employees are found), no minority group members were found at 52 stations, 42%. In 1972, minority employment in the upper three categories reached 7.0% as against 6.3% in 1971.

Although almost all stations employed women, 23 stations, 18%, had no women in the upper three job categories. In 1972, women held 15.4% of all full time jobs in these categories, as against 14% in 1971. Over half of the women employed on a full time basis were found to be in Office and Clerical positions.

In most instances, public television station licensees appear to have made only minimal progress in improving the employment opportunities for minority group members. In most instances, the proportion of minority employees found in public television is below that found among commercial stations. The employment opportunities afforded women appear to be only slightly better in public television than in commercial television.

The boards of directors of public television stations serve as the only binding link between station and community. An analysis of station directorships in twenty-five percent of the markets having public television stations revealed:

-- No uniform method of appointing public television station directors
-- Nine licensees had all-white directorships
-- Six licensees had all-male directorships
-- Among the 644 directors taken as a group, only about 7% were members of minority groups and only 14% were women.

Copies of the Annual Employment Reports for 1971 and 1972 used in this study were supplied to the Office of Communication by the Federal Communications Commission, the Honorable Dean Burch, Chairman. Assistance in the analysis of data was provided by Lionel J. Monagas, Director, Office of Minority Affairs, National Association of Educational Broadcasters. Preparation of data, programming and processing on computer were conducted by Stanley Haidl, Data Processing Manager, National Council of the Churches of Christ in the U.S.A. Assisting in the study were Sandra J. Jirkal, Doris R. Smith and David A. Tillyer.

TABLE OF CONTENTS

SUMMARY i

TABLE OF CONTENTS ii

INTRODUCTION 1

EMPLOYMENT PRACTICES 3

Total Full Time and Part Time Employment, Nationwide Sample 3

Upper Job Categories 5

Stations Employing No Minorities and Women in Upper Level Positions 6

Employment by State 8

Trainees 8

BOARDS OF DIRECTORS 10

Significance of Boards of Directors 10

Methodology 10

Findings

Method of Appointment 11

Composition of Boards 11

APPENDIX A FCC Equal Employment Opportunities Rule and Definitions
APPENDIX B Employment Tables
APPENDIX C FCC-Required Information Concerning Public Television Boards of Directors
APPENDIX D Public Television Stations and Markets Included in Directorship Study
APPENDIX E Composition of Directorships of Public Television Boards

INTRODUCTION

Public television was born out of widespread dissatisfaction and frustration with commercial broadcasting. In the early 1950's specific channels were allocated for educational or public use. It was assumed that these dedicated facilities would be used to benefit the public as a whole. These assumptions, together with the tenuous economic position of public broadcasting, prompted the Federal Communications Commission to modify many of the licensing regulations it applies to commercial broadcasters. The 20-year growth of public broadcasting into a nationwide service, coupled with the communications needs of our contemporary society, suggests that the basic assumptions made in public television's infancy should be tested to ascertain whether or not these facilities are, in fact, serving the needs and interests of all groups in America. Nowhere is this evaluation more critical than in the selection of the boards of directors who oversee station activities and in the provision of equal employment opportunities in the staffing of public television stations.

Public television reaches an estimated 39 million regular weekly viewers, people who tune in once a week or more.[1] The 223 public stations in the United States offer 11,000 hours of weekly broadcasting and reach an estimated three-fourths of the population.[2]

Public television is funded by public and private agencies and is not allowed to carry commercial advertising. Unlike commercial stations, public broadcasters may operate more than one station within the same community or service area and are not required to search out community problems or to make substantive program proposals at license renewal time. In other respects, public broadcasters are similar to commercial licensees and are expected to adhere to the public interest standards of the Communications Act of 1934 and the rules of the FCC.

The Communications Act states that service "in the public interest, convenience, and necessity" is required of all broadcasters. The Federal Communications Commission recognizes equal employment of women and minority group members as

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[1]The terms "public television" and "educational television" are used interchangeably.

[2]Douglass Cater, "The Politics of Public TV," Columbia Journalism Review, July/August, 1972, p. 8.

part of a broadcaster's public interest responsibility.[3] The rationale for the FCC non-discrimination rules is based upon the fact that broadcast licensees have special obligations to the public, because they are granted monopolistic use of the public's airwaves. Non-commercial stations have an additional substantial obligation because most receive some public funding. Under the Fifth and Fourteenth Amendments, governmental funds may not be used for discriminatory purposes.

In May, 1971, every broadcast licensee with five or more full time employees was required to file its first Annual Employment Report (FCC Form 395).[4] A second Annual Employment Report was filed in May, 1972. These reports show the total number of employees and their race and sex in eight full time and part time job categories.[5] In public television, the upper three job categories, Officials and Managers, Professionals, and Technicians, are considered the most important because they are policy making positions.

Public television stations are licensed to non-profit institutions and are controlled by FCC-required boards of directors. These boards have been assumed to reflect the general composition of the communities and to act as liaisons between the stations and the public. The boards, supposedly, also insure that stations are meeting the needs of viewers.

The Office of Communication has conducted two studies on the racial and sexual composition of public television: (1) An analysis of the 1971 and 1972 Annual Employment Reports filed by 125 of the 133 public broadcasting licensees, 94%, in the United States and its territories.[6] (2) An analysis of racial and sexual composition of the boards of directors of 31 public television stations.

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[3]The Office of Communication, Board for Homeland Ministries, and Commission for Racial Justice of the United Church of Christ filed the petition for rules prohibiting employment discrimination by broadcasters in early 1967. The rules were issued by the FCC in 1969.

[4]In addition to banning employment discrimination on the basis of race, nationality, sex, or religion, and requiring the annual reporting of minority employment in various job categories, the rules require the establishment of procedures to recruit and employ members of minority groups and women; the maintenance by individual licensees of job training programs for minority people, and the submission of an equal employment opportunity program with each license renewal application. (A copy of the FCC rule appears in Appendix A.)

[5]Commercial and educational stations use the same Form 395.

[6]Eight public stations either did not file reports or their reports were unavailable at the FCC. They are: KCVR-TV, San Bernardino, Cal.; WNYC-TV, New York, N.Y.; KOET-TV and KWCS-TV, Ogden, Utah; KBHE-TV, Rapid City, and KTSD-TV, Pierre, S. Dak.; WILL-TV, Urbana, Ill.; and KAMU-TV, College Station, Texas.

EMPLOYMENT PRACTICES

Total Full Time and Part Time Employment, Nationwide Sample

The 125 public television licensees included in this study reported 5053 full time workers in 1971 and 5430 in 1972. This is an increase of 377 employees, 7.5%. Fifteen part time workers were added between 1971 and 1972, an increase from 1465 to 1480, 1.0%. Total full time and part time employment increased from 6518 in 1971 to 6910 in 1972, 6.0%.

Figure A

FULL TIME, PART TIME
AND TOTAL EMPLOYMENT

	1971	1972	Change
Full Time	5053	5430	+377 (7.5%)
Part Time	1465	1480	+ 15 (1.0%)
Total	6518	6910	+392 (6.0%)

While full time employment increased between 1971 and 1972 by 7.5%, the proportion of full time employees that were members of minority groups gained 1.1%. Total part time employment increased by 1.0%, while the proportion of part time employees that were members of minority groups rose by .2%. Total full time and part time employment rose by 6.0%, while total full time and part time minority group employment increased by .9%. (See Figure B.)

Forty-four of the 125 public television stations, 35.2%, employed no minority group members on a full time basis. (See Table II for a list of these stations.) About 22% of 609 commercial stations studied employed no minorities on a full time basis.[7]

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[7]Statistics concerning the hiring practices of commercial television stations are drawn from a study of 609 stations conducted by the Office of Communication of the United Church of Christ. See, Jennings, Ralph M., Television Station Employment Practices, The Status of Minorities and Women (New York: Office of Communication of the United Church of Christ, 1972).

Figure B

FULL TIME, PART TIME
AND TOTAL MINORITY GROUP EMPLOYMENT*

	1971	1972	Change
Full Time	412 (8.2%)	500 (9.2%)	+88 (+1.0%)
Part Time	146 (10.0%)	151 (10.2%)	+ 5 (+ .2%)
Total	558 (8.5%)	651 (9.4%)	+93 (+ .9%)

*Unless otherwise specified, two types of numbers are used in Figures and Tables in this study. One number is the total of minority group persons (or women) employed in a particular category. The other number, usually in parenthesis, is the percentage of the total employment which minority groups (or women) represent. Thus, in the table immediately above, 412 is the number of minority persons employed in 1971 and represents 8.2% of the total of full time employees. The second column shows that minority group employment has risen in 1972 to 500. But total employment also has risen and the number 500 represents 9.2% of total employment in 1972. Simple subtraction or addition will give the results in the third column. Thus, the change from 1971 to 1972 is given as a rise of 88 in the number of minority group employees, and a percentage rise of 1.0.

In 1972, minority group members held about 9% of all full time positions in public television. Minority group members filled about 10% of all full time positions in commercial television. While minority group members held about 10% of all part time jobs in public television, they occupied about 19% of those positions in commercial television. Among all full time and part time employees in public television, there were somewhat more than 9% minority group members, while in commercial television the proportion was about 11%.

Blacks held the largest proportion of the minority group positions in public television. (See Table I for a detailed breakdown of nationwide statistics by race and sex for full time and part time employees.)

Figure C

PART TIME, FULL TIME
AND TOTAL EMPLOYMENT OF WOMEN

	1971	1972	Change
Full Time	1379 (27.2%)	1525 (28.1%)	+146 (+.9%)
Part Time	370 (25.3%)	382 (25.8%)	+ 12 (+.5%)
Total	1749 (26.8%)	1907 (27.6%)	+158 (+.8%)

There were 1379 women, 27%, employed full time in public television during 1971 and 1525, 28.1%, in 1972, an increase of about 1%. Women accounted for 370 part time employees in 1971, 25.3%, and 382 in 1972, 25.8%, an increase in proportion of .5%. Among total full time and part time employees there were 1749 women in 1971, 26.8%, and 1907, 27.6%, in 1972, a gain of about .8%.

Women held 22% of all full time positions in commercial television in both 1971 and 1972. They were found in 25% of the part time positions in 1971 and 25% of those positions in 1972. Twenty-two percent of the total full time and part time jobs in commercial television were assigned to women in each of the years 1971 and 1972.

Upper Job Categories

In 1972, the 125 public television stations reported 4000 full time workers in the upper three job categories, Officials and Managers, Professionals, and Technicians. (In general, public television stations do not employ Sales Workers.) This represents an increase of 223 employees between 1971 and 1972, 5.9%. About 75% of all full time employees in public television are in the upper three categories.

Minority group members held 238 of the full time jobs in the upper three categories in 1971, 6.3%, and 281 in 1972, 7.0%. Thus, the proportion of minority group members in the upper three job categories increased by somewhat less than 1%. However, in 1972, 52 of the 125 public television stations, about 42%, employed no minority group members in the upper three job categories. (See Table III for a list of these stations.) About 35% of the commercial stations studied employed no minorities in the upper four job categories (including Sales Workers).

In 1971, women were found in 530 of the jobs in the upper three categories, about 14%, and in 614 of these positions in 1972, about 15%. Over half of the women employed in public television in both years were found in Office and Clerical positions. Twenty-three stations, about 18%, had no women in the upper three job categories and 17 stations, about 14%, had no women or minorities in these jobs. (See Table IV for a list of these stations.) About 18% of the commercial stations studied employed no women in the upper four job categories (including Sales Workers).

About two-thirds of all employees in commercial television were found in the upper four job categories (including Sales Workers), in 1972. Minority group employment in these four categories was about 7% in 1971 and 8% in 1972. Six percent of the jobs in the upper four categories in commercial television were held by women in 1971 and 7% in 1972. About 75% of the women employed in commercial television were in Office and Clerical positions.

A station-by-station listing of the number and proportion of minority group members employed in the upper three job categories and on a full time basis is presented in Table V. Table VI presents a station-by-station listing of the number and proportion of women employed on a full time basis in the upper three job categories and on a full time basis.

Stations Employing No Minorities and Women in Upper Level Positions

There were 52 stations, 41.6%, with no minority group members in any of the upper three job categories. The number and percentage of the 125 stations employing no minority group members in each of the upper three job categories during 1972 is as follows:

Figure D

NUMBER AND PERCENTAGE OF STATIONS
REPORTING NO MINORITY EMPLOYEES
IN UPPER THREE JOB CATEGORIES, 1972

Job Category	Number of Stations	Percentage of Stations
Officials and Managers	105	84.0%
Professionals	79	63.2%
Technicians	70	56.0%

Among commercial stations, 77.2% had no minority group members employed as Officials and Managers, 50.1% had no minority Professionals and 55.0% had no minority Technicians.

The number and percentage of public television stations increasing or decreasing the level of minority group employment among the upper three job categories and among all full time employees between 1971 and 1972 is as follows:

Figure E

NUMBER AND PERCENTAGE OF STATIONS
INCREASING OR DECREASING PROPORTION OF EMPLOYMENT
OF MINORITY GROUP MEMBERS BETWEEN 1971 AND 1972

Job Category	Number Decreasing	Number Increasing
Officials and Managers	4 (3.2%)	11 (8.8%)
Professionals	23 (18.4%)	23 (18.4%)
Technicians	19 (15.2%)	28 (22.4%)
Total Full Time	30 (24.0%)	43 (34.4%)

Almost all of the public television stations reported that they employed women. Although women accounted for about 28% of all full time employees in public television, 56.8% were found in Office and Clerical positions.

Twenty-three stations, 18.4%, reported no women in the upper three job categories. The number and percentage of stations not employing women in each of the upper three job categories is as follows:

Figure F

NUMBER AND PERCENTAGE OF STATIONS REPORTING NO WOMEN IN UPPER THREE JOB CATEGORIES, 1972

Job Category	Number of Stations	Percentage of Stations
Officials and Managers	72	57.6%
Professionals	31	24.8%
Technicians	104	83.2%

Among commercial television stations, 52.1% reported no women employed as Officials and Managers during 1972, 34.6% reported no women engaged as Professionals and 86.0% had no women Technicians.

The number and percentage of the 125 public television stations increasing or decreasing the proportion of women found among employees in the upper three job categories and among all full time employees between 1971 and 1972 is as follows:

Figure G

NUMBER AND PERCENTAGE OF STATIONS INCREASING OR DECREASING PROPORTION OF EMPLOYMENT OF WOMEN BETWEEN 1971 AND 1972

Job Category	Number Decreasing	Number Increasing
Officials and Managers	14 (11.2%)	26 (20.8%)
Professionals	32 (25.6%)	48 (38.4%)
Technicians	12 (9.6%)	8 (6.4%)
Total Full Time	48 (38.4%)	52 (41.6%)

Employment by State

In 26 states the proportion of minority group members employed on a full time basis by public television stations was less than the proportion of minority population within the state. The proportion of minority group members found in the upper three job categories was below general population figures in 28 states.

No minority group members were employed in public broadcasting in seven states, and in 35 states there were no minorities employed as Officials and Managers. Stations in 20 states increased the level of minority group employment between 1971 and 1972 and stations in 15 states decreased their percentage of full time employment of minorities. (Three states, Alaska, Montana, and Wyoming, have no public broadcasting facilities.)

In 16 states public television stations employ women as Officials and Managers at a level in excess of 25%, while stations in 23 states employ no women in this capacity. Stations in 20 states increased and stations in 21 states decreased the proportion of full time women employees.

It is important to keep in mind the real, as against the apparent, meaning of proportional increases and decreases in minority group employment. Such increases may come about because of strong efforts by a few stations to recruit and hire minority employees rather than through state-wide and nation-wide action by public broadcasters.

Table VII presents state-by-state data on the employment of minority group members in each of the upper three job categories and on a full time basis in 1972. Table VIII shows state-by state statistics concerning the employment of women in the upper three job categories and on a full time basis.

Trainees

Form 395 requests information concerning trainees, classified in two sub-groups: "Trainees White Collar" and "Trainees Production." Instructions accompanying Form 395 do not specify whether the category of Trainee is separate from Full and Part time personnel categories. This ambiguity diminishes the reliability of the data collected. There are 40 licensees which have training programs; 85 licensees report no trainees. Station KUHT-TV, in Houston, Texas, claimed a number of trainees equal to its entire staff.

Table I provides national statistics concerning trainees, as reported by the 125 public television licensees during 1971 and 1972. In 1971 there were 108 White Collar Trainees reported and in 1972, 147, an increase of about 36%. In 1971, 23 of the White Collar Trainees were members of minority groups, 21%, and in

1972, 12 were members of minority groups, 8%. Thus, the proportion of White Collar Trainees who were members of minority groups declined between 1971 and 1972 by 13%. Thirty-one women were White Collar Trainees in 1971, 29%, and 37 women were White Collar Trainees in 1972, 25%, a proportional decline of 4% but an actual gain of six positions.

Public television stations reported 223 Production Trainees in 1971 and 168 Production Trainees in 1972, a decline of about 25%. In 1971, 29 of the Production Trainees were members of minority groups, 13%, and in 1972, 56 were minority group members, 33%. This is a proportional increase of about 20% between 1971 and 1972. Women accounted for 31 of the Production Trainees in 1971, 14%, and 27 in 1972, 16%, an actual loss of four positions but a proportional gain of 2%.

BOARDS OF DIRECTORS

Significance of Boards of Directors

Public television stations are licensed to educational institutions, governmental agencies or non-profit community corporations and are operated through FCC-required boards of directors.[8] These boards of directors are intended to be a binding link between station and community. If the directors are not representative of the community the station serves and do not act as a conduit between the station and its viewers, no mechanism exists to insure that station operation is responsive to the public.

The Office of Communication studied the racial and sexual composition of the boards of directors of a sample group of educational stations to determine how well women and minority group members were represented.

Methodology

Ninety-two television markets have public television service. For this analysis, a random selection was made of 25 per cent (23) of these markets. Within these 23 markets are 31 educational television stations. (Twenty-six licensees operated the 31 stations which were studied. A list of markets and stations included is found in Attachment A.) The sample was weighted to the top 20 markets, which include approximately 50% of the television households in the country.

Lists of the boards of directors were copied from the files of the FCC and reflect data available from the Commission as of June 1, 1972.[9]

Ownership Reports (FCC Form 323E) containing lists of directors were copied from the FCC files. Names of directors listed on the forms were studied by local contacts (individuals within the United Church of Christ, church broadcasting executives, or station management), who identified the directors by race and sex.

Attachment B indicates the composition of the boards of directors of the 26 public television station licensees examined.

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[8]See Attachment C for a description of the requirements for reporting to the FCC on these directorships.

[9]Attachment B indicates the date each station submitted its list of directors to the FCC.

Findings

Method of Appointment

There appears to be no uniform method of appointing educational television station directors. For example, WNYC-TV, licensed to New York City, uses the city's Board of Estimate as its directorship, while WGBH-TV, Boston, has a directorship comprised of the presidents of area educational and cultural institutions. Some community-owned stations have directorships organized solely to operate the television facility.

The members of the boards studied were appointed by mayors, governors, city and state boards of education, and state legislatures. Some board members served ex officio; some acceded to the position by popular election, and in many cases the boards were self-perpetuating.

Composition of Boards

The 31 stations examined had 644 directors.

Forty-six (7.14%) of them are members of minority groups, and 597 (92.7%) are white.[10]

The minority group directors included: 37 Blacks (5.4%); seven Spanish Surnamed Americans (1.08%), and two Orientals (.31%). No American Indians served as directors.[11]

Ten stations (operated by nine licensees) have only white directors: WGBH-TV, WGBX-TV, Boston; KETC-TV, St. Louis; KTPS-TV, Tacoma; WBIQ-TV, Birmingham; WITV, Charleston; WUNF-TV, Asheville, North Carolina; KDIN-TV, Des Moines; WJSP-TV, Columbus, Georgia; WVPT-TV, Harrisonburg-Staunton, Virginia.

The station having the largest percentage of minority group directors is WETV, Atlanta. Of ten directors, three (30%) are Black.

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[10]The race of one director could not be determined.

[11]KRMA-TV, Denver, has added an Indian woman to the board of directors since filing information with the FCC on May 25, 1971.

Of the 644 directors studied, 86% (556) were men and 13.66% (88), women.

Six stations have only male directors: WNYC-TV, New York; KETC-TV, St. Louis; KCTS-TV, Seattle; KTPS-TV, Tacoma; KRMA-TV, Denver; and WITV, Charleston.

KERA-TV in Dallas had tne largest percentage of women directors; of 73 directors, 23 (31.5%) are women.

APPENDIX A

FCC EQUAL EMPLOYMENT OPPORTUNITIES RULE AND DEFINITIONS

FEDERAL COMMUNICATIONS COMMISSION
EMPLOYMENT RULE

73.125 EQUAL EMPLOYMENT OPPORTUNITIES

(a) General Policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated standard, FM, television or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment because of race, color, religion, national origin or sex.

(b) Equal employment opportunity program. Each station shall establish, maintain, and carry out, a positive continuing program of specific practices designed to assure equal opportunity in every aspect of station employment policy and practice. Under the terms of its program, a station shall:

(1) Define the responsibility of each level of management to insure a positive application and vigorous enforcement of the policy of equal opportunity, and establish a procedure to review and control managerial and supervisory performance.

(2) Inform its employees and recognized employee organizations of the positive equal employment opportunity policy and program and enlist their cooperation.

(3) Communicate the station's equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin or sex, and solicit their recruitment assistance on a continuing basis.

(4) Conduct a continuing campaign to exclude every form of prejudice or discrimination based upon race, color, religion, national origin or sex, from the station's personnel policies and practices and working conditions.

(5) Conduct continuing review of job structure and employment practices and adopt positive recruitment, training, job design, and other measures needed in order to insure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility in the station.

(c) Applicants for construction permit for a new facility, for assignment of license or construction permit or for transfer of control (other than pro forma or involuntary assignments and transfers), and applicants for renewal of license who have not previously done so, shall file with the Commission programs designed to provide equal employment opportunities for Negroes, Orientals, American Indians, Spanish-surnamed Amercans, and women, or amendments to such programs. Guidelines for the preparation of such programs are set out in section VI of the appropriate application forms. See 32 FCC 2d 831. A program need not be filed by any station having less than five fulltime employees or with respect to any minority group which is represented in such insignificant numbers in the area that a program would not be meaningful. In the latter situation, a statement of explanation should be filed.

INSTRUCTIONS FOR COMPLETION OF FCC FORM 395

(Revised March 1972)

ANNUAL EMPLOYMENT REPORT

(The Report Form Consists of Sections I, II, III, IV and V)

GENERAL INSTRUCTIONS

1. **Who Must File.**

   a. All licensees and permittees of commercial and noncommercial AM, FM, Television and International BROADCAST stations with FIVE or more full-time employees.

   b. All licensees and permittees of COMMON CARRIER service stations with SIXTEEN or more full-time employees.

   c. All operators of CABLE TELEVISION SYSTEMS, both in that capacity and as licensees or permittees of cable television relay stations, if each such system (or "single employment unit" of which it is a part or "headquarters office" serving it) has FIVE or more full-time employees. (For discussion of term "single employment unit", see Section 76.311(b)(3).)

2. **When and Where to File.**

   Send TWO copies of each Annual Employment Report required under these instructions to the Federal Communications Commission 1919 M Street, N. W. Washington, D. C. 20554, no later than MAY 31 of each year.

3. **Reporting Period.**

   The employment data filed on FCC Form 395 must reflect the employment figures from any one payroll period in January, February, or March. The same payroll period should be used in each year's report.

4. **Reporting Units.**

   A - BROADCAST

   A separate Annual Employment Report (FCC Form 395) must be filed in duplicate:

   (1) *For each* AM, FM, TV and International Broadcast Station, whether commercial or noncommercial; except that a combined report may be filed for an AM and an FM station, both of which are:
   (a) under common ownership, *and*
   (b) assigned to the same principal city, or to different cities within the same standard metropolitan statistical area.

   (2) For *each* Headquarters Office of a multiple station owner at which the employees perform duties solely related to the operation of more than one broadcast station (A separate Form 395 need not be filed to cover headquarters employees whose duties relate to the operation of an AM and an FM station covered in a combined AM-FM report under (1) above, if all such employees are included in such combined AM-FM Report).

   (3) As a Consolidated Report, covering all station and headquarters employees covered in the separate reports which a multiple station owner must file under (1) and (2) above.

DO NOT RETURN THESE INSTRUCTIONS TO THE COMMISSION

B - COMMON CARRIER

A separate Annual Employment Report (FCC Form 395) must be filed in duplicate for each common carrier licensee in the following services:

(1) International Fixed Public
  (a) Space
(2) Domestic Public Land Mobile
(3) Point to Point Microwave
(4) Domestic Public Air Ground
(5) Rural Radio Service
(6) Local TV Transmission
(7) Telephone
  (a) Domestic
  (b) International
(8) Telegraph
  (a) Domestic
  (b) International

C - CABLE TELEVISION

A separate Annual Employment Report (FCC Form 395) must be filed:

(1) For each cable television system (including related cable television relay stations). (Exception: A combined report shall be filed instead where required by Section 76.311(e)(2) of the Commission's rules.)

(2) For each Headquarters Office, if that office has 5 or more full-time employees and its work is primarily related to the operations of more than one cable television system. (Exception: Where the cable television systems in question constitute one employment unit, and all the employees who would be covered by the Headquarters Office report are covered in the combined "single employment unit" report, a separate Headquarters Office report need not be filed.)

(3) As a Consolidated Report, covering all system and headquarters office employees covered in the separate reports which a multiple system owner must file under (1) and (2) above.

5. **Job Categories.**

The following "job category definitions" should be used in completing FCC Form 395. A "Comboman" is to be listed in the job category which represents the most important work done by that person; a "comboman" is to be listed only once.

a. Officials and Managers -- Occupations requiring administrative personnel who set broad policies, exercise over-all responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers and superintendents, salaried foremen who are members of management, purchasing agents and buyers, and kindred workers.

b. Professional -- Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: on-the-air personnel, accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations workers, physical scientists, physicians, social scientists, teachers and kindred workers.

c. Technicians -- Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through about 2 years of post high school education, such as is offered in many technical institutes

and junior colleges, or through equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, surveyors, technical illustrators, technicians (medical, dental, electronic, physical sciences), and kindred workers.

d. Sales -- Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and salesmen, insurance agents and brokers, real estate agents and brokers, stock and bond salesmen, demonstrators, salesmen and sales clerks, grocery clerks and cashier-checkers, and kindred workers.

e. Office and Clerical -- Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, cashiers, collectors (bills and accounts), messengers and office boys, office machine operators, shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, and kindred workers.

f. Craftsmen (skilled) -- Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid foremen and leadmen who are not members of management, mechanics and repairmen, skilled machining occupations, compositors and typesetters, electricians, engravers, job setters (metal), motion picture projectionlists, pattern and model makers, stationary engineers, tailors and tailoresses, and kindred workers.

g. Operatives (semiskilled) -- Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices [1](auto mechanics, bricklayers, carpenters, electricians, machinists, mechanics, plumbers, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, deliverymen and routemen, dressmakers and seamstresses, (except factory), dyers, furnacemen, heaters (metal), laundry and dry cleaning operatives, milliners, mine operatives and laborers, motormen, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, stationary firemen, truck and tractor drivers, weavers (textile), welders, and flamecutters, and kindred workers.

h. Laborers (unskilled) -- Workers in manual occupations which generally require no special training. Perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, gardeners (except farm) and groundskeepers, longshoremen and stevedores, lumbermen, raftsmen and wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

[1] Apprentices -- Persons employed in a program including work training and related instruction to learn a trade or craft which is traditionally considered an apprenticeship, regardless of whether the program is registered with a Federal or State agency.

i. Service Workers -- Workers in both protective and nonprotective service occupations. Includes: attendants (hospital and other institution, professional and personal service, including nurses aides, and orderlies), barbers, charwomen and cleaners, cooks (except household), counter and fountain workers, elevator operators, firemen and fire protection, guards and watchmen and doorkeepers, stewards, janitors, policemen and detectives, porters, waiters and waitresses, and kindred workers.

On-the-job trainees:

j. Production -- Persons engaged in formal training for Craftsmen (skilled) - when not trained under apprenticeship programs; Operatives (Semiskilled); Laborers (Unskilled); Service Workers; Apprentices.

k. White Collar -- Persons engaged in formal training for Officials and Managers; Professionals; Technicians; Sales; Office and Clerical.

6. **"All Employees".**

Include in this column *all* employees in the Reporting Unit covered in the individual FCC Form 395, not just the total employees falling within the four categories of "Minority Group Employees".

7. **Minority Group Identification.**

(a) Minority group information necessary for this section may be obtained either by visual surveys of the work force, or from post-employment records as to the identity of employees. An employee may be included in the minority group to which he or she appears to belong, or is regarded in the community as belonging.

(b) Since visual surveys are permitted, the fact that minority group identifications are not present on company records is not an excuse for failure to provide the data called for.

(c) Conducting a visual survey and keeping post-employment records of the race or ethnic origin of employees is legal in all jurisdictions and under all Federal and State laws. State laws prohibiting inquiries and record-keeping as to race, etc., relate only to applicants for jobs, not to employees.

(d) FCC Form 395 provides for reporting Negroes, American Indians, Orientals, and Spanish Surnamed Americans, wherever such persons are employed. For purposes of this report, the term Spanish Surnamed Americans is deemed to include all persons of Mexican, Puerto Rican, Cuban, or Spanish origin. Identification may be made by inspection of records bearing the employees' names, by visual survey, by employees' use of the Spanish language, or other indications that they belong to this group. The following States are among those having large concentrations of Spanish Surnamed Americans: Arizona, California, Colorado, Florida, New Jersey, New Mexico, New York and Texas. Large concentrations of Spanish Surnamed Americans are found in particular localities in other States. In Alaska, include Eskimos and Aleuts with "American Indian."

8. **Networks.**

Broadcast licensees who operate statewide, regional or national networks file separate "Headquarters" reports for personnel assigned directly and primarily to the network operation. In cases where there are network offices and staffs in more than one city, a "Headquarters" report is to be filed for each city.

APPENDIX B

EMPLOYMENT TABLES

NATIONWIDE COMPARATIVE EMPLOYMENT REPORT FOR TV DATE 12/18/72

	ALL EMPLOYEES					BLACK				ORIENTAL		AMERICAN INDIAN		SPANISH AMERICAN		ALL MINORITIES	
	TOTAL	MALE		FEMALE		MALE		FEMALE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
CURR.YR.			%		%		%		%								%
PRIOR YR.			%		%		%		%								%
CHANGE			%		%		%		%								%
FULL TIME OFFICIALS & MANAGERS																	
CURR.YR.	765	642	84%	123	16%	10	1%	8	1%	3		2		1	1	25	3%
PRIOR YR.	712	609	86%	106	15%	3	%	5	1%	2		2		4		16	2%
CHANGE	53+	33+	2%-	17+	1%+	7+	1%+	3+	%	1+				3-	1+	9+	1%+
FULL TIME PROFESSIONALS																	
CURR.YR.	1547	1132	73%	413	27%	48	3%	30	2%	1	4	4	2	22	7	118	8%
PRIOR YR.	1440	1102	77%	340	24%	59	4%	25	2%		2	4	1	14	5	110	8%
CHANGE	107+	30+	4%-	73+	3%+	11-	1%-	5+	%	1+	2+		1+	8+	2+	8+	%
FULL TIME TECHNICIANS																	
CURR.YR.	1688	1609	95%	78	5%	88	5%	6	%	12	1	8	1	21	1	138	9%
PRIOR YR.	1625	1541	95%	84	5%	63	4%	7	%	16	1	4		21		112	7%
CHANGE	63+	68+	%	6-	%	25+	1%+	1-	%	4-		4+	1+		1+	26+	1%+
FULL TIME SALES WORKERS																	
CURR.YR.	2	2	100%		%		%		%								%
PRIOR YR.	11	4	36%	7	64%		%		%								%
CHANGE	9-	2-	64%+	7-	64%-		%		%								%
FULL TIME OFFICE & CLERICAL																	
CURR.YR.	981	113	12%	866	88%	18	2%	72	7%		12			11	15	128	13%
PRIOR YR.	916	107	12%	809	88%	15	2%	59	6%	1	6	1	2	3	7	94	10%
CHANGE	65+	6+	%	57+	%	3+	%	13+	1%+	1-	6+	1-	2-	8+	8+	34+	3%+
FULL TIME CRAFTSMEN																	
CURR.YR.	269	238	89%	31	12%	27	10%	3	1%	3	1	2		3		39	15%
PRIOR YR.	200	162	81%	38	19%	14	7%	2	1%		1	2		1		20	10%
CHANGE	69+	76+	8%+	7-	7%-	13+	3%+	1+	%	3+				2+		19+	5%+
FULL TIME OPERATIVES																	
CURR.YR.	90	85	94%	5	6%	13	14%	1	1%			1		1		16	18%
PRIOR YR.	107	94	88%	13	12%	19	18%		%	2						21	20%
CHANGE	17-	9-	6%+	8-	6%-	6-	4%-	1+	1%+	2-		1+		1+		5-	2%-
FULL TIME LABORERS																	
CURR.YR.	26	23	89%	3	12%	6	23%		%							6	23%
PRIOR YR.	40	36	90%	4	10%	11	28%	1	3%							12	30%
CHANGE	14-	13-	1%-	1-	2%+	5-	5%-	1-	3%-							6-	7%-
FULL TIME SERVICE WORKERS																	
CURR.YR.	62	55	89%	7	11%	23	37%	3	5%					3		29	47%
PRIOR YR.	37	32	86%	5	14%	22	59%	1	3%							23	62%
CHANGE	25+	23+	3%+	2+	3%-	1+	22%-	2+	2%+					3+		6+	15%-
FULL TIME TOTAL																	
CURR.YR.	5430	3900	72%	1525	28%	234	4%	122	2%	19	18	17	3	62	25	500	9%
PRIOR YR.	5053	3672	73%	1379	27%	206	4%	100	2%	21	10	13	3	47	12	412	8%
CHANGE	377+	228+	1%-	146+	1%+	28+	%	22+	%	2-	8+	4+		15+	13+	88+	1%+

Table I

Educational Stations

NATIONWIDE COMPARATIVE EMPLOYMENT REPORT FOR TV DATE 12/18/72

	ALL EMPLOYEES TOTAL	MALE		FEMALE		BLACK MALE		BLACK FEMALE		ORIENTAL MALE	ORIENTAL FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE	SPANISH AMERICAN MALE	SPANISH AMERICAN FEMALE	ALL MINORITIES	
PART TIME OFFICIALS & MANAGERS																	
CURR.YR.	22	19	86%	3	14%	1	5%		%							1	5%
PRIOR YR.	19	16	84%	3	16%		%		%								%
CHANGE	3+	3+	2%+		2%-	1+	5%+		%							1+	5%+
PART TIME PROFESSIONALS																	
CURR.YR.	278	203	73%	75	27%	8	3%	5	2%	1				9	6	29	10%
PRIOR YR.	228	169	74%	59	26%	13	6%	6	3%		2			3	1	25	11%
CHANGE	50+	34+	1%-	16+	1%+	5-	3%-	1-	1%-	1+	2-			6+	5+	4+	1%-
PART TIME TECHNICIANS																	
CURR.YR.	408	364	89%	44	11%	14	3%	2	%	2		1		6	3	28	7%
PRIOR YR.	395	354	90%	41	10%	13	3%	1	%	4	1			8		27	7%
CHANGE	13+	10+	1%-	3+	1%+	1+	%	1+	%	2-	1-	1+		2-	3+	1+	%
PART TIME SALES WORKERS																	
CURR.YR.	3	1	33%	2	67%		%		%								%
PRIOR YR.	3	2	67%	1	33%		%		%								%
CHANGE		1-	34%-	1+	34%+		%		%								%
PART TIME OFFICE & CLERICAL																	
CURR.YR.	264	73	28%	191	72%	8	3%	5	2%	1	3			1		18	7%
PRIOR YR.	232	68	29%	165	71%	5	2%	9	4%	1	2			1	1	19	8%
CHANGE	32+	5+	1%-	26+	1%+	3+	1%+	4-	2%-		1+				1-	1-	1%-
PART TIME CRAFTSMEN																	
CURR.YR.	140	123	88%	17	12%	3	2%	1	1%	3		1		4	2	14	10%
PRIOR YR.	136	111	82%	25	18%	6	4%	1	1%	1				2	8	18	13%
CHANGE	4+	12+	6%+	8-	6%-	3-	2%-		%	2+		1+		2+	6-	4-	3%-
PART TIME OPERATIVES																	
CURR.YR.	269	237	88%	31	12%	14	5%	1	%	14	2			4		35	13%
PRIOR YR.	325	279	86%	47	14%	9	3%		%	8	2	1			2	22	7%
CHANGE	56-	42-	2%+	16-	2%-	5+	2%+	1+	%	6+		1-		4+	2-	13+	6%+
PART TIME LABORERS																	
CURR.YR.	52	43	83%	9	17%	1	2%		%	12	2			1		16	31%
PRIOR YR.	84	68	81%	15	18%	2	2%	1	1%	12	2	1		1		19	23%
CHANGE	32-	25-	2%+	6-	1%-	1-	%	1-	1%-			1-				3-	8%+
PART TIME SERVICE WORKERS																	
CURR.YR.	44	35	80%	9	21%	3	7%	2	5%					4	1	10	23%
PRIOR YR.	28	23	82%	5	18%	12	43%	1	4%					1	1	15	54%
CHANGE	16+	12+	2%-	4+	3%+	9-	36%-	1+	1%+					3+		5-	31%-
PART TIME TOTAL																	
CURR.YR.	1480	1097	74%	382	26%	53	4%	17	1%	33	7	2		29	10	151	10%
PRIOR YR.	1465	1092	75%	370	25%	60	4%	20	1%	26	9	2		16	13	146	10%
CHANGE	15+	5+	1%-	12+	1%+	7-	%	3-	%	7+	2-			13+	3-	5+	%
TRAINEES WHITE COLLAR																	
CURR.YR.	147	110	75%	37	25%	6	4%	2	1%	1				1	2	12	8%
PRIOR YR.	108	77	71%	31	29%	13	12%	6	6%	1	1			1	1	23	21%
CHANGE	39+	33+	4%+	6+	4%-	7-	8%-	4-	5%-		1-				1+	11-	13%-

Table I -2-

Educational Stations

NATIONWIDE COMPARATIVE EMPLOYMENT REPORT FOR TV DATE 12/18/72

	ALL EMPLOYEES TOTAL	MALE		FEMALE		BLACK MALE		FEMALE		ORIENTAL MALE	FEMALE	AMERICAN INDIAN MALE	FEMALE	SPANISH AMERICAN MALE	FEMALE	ALL MINORITIES	
TRAINEES PRODUCTION																	
CURR.YR.	168	121	72%	27	16%	17	10%	9	5%	5	2	15	3	3	2	56	33%
PRIOR YR.	223	186	83%	31	14%	18	8%	1	%	1		1		8		29	13%
CHANGE	55-	65-	11%-	4-	2%+	1-	2%+	8+	5%+	4+	2+	14+	3+	5-	2+	27+	20%+

Table I

Educational Stations

TABLE II

STATIONS WITH NO FULL TIME
MINORITY GROUP EMPLOYEES

036	WCAE	St. Johns, IN
044	WLVT	Allentown, PA
072	KTEH	San Jose, CA
128	WMUB	Oxford, OH
155	WFYI	Indianapolis, IN
156	WTIU	Bloomington, IN
180	KPEC	Lake Wood Center, WA
181	KTPS	Tacoma, WA
205	WGSF	Newark, OH
209	KOAC	Corvallis, OR
211	KOAP	Portland, OR
236	WPSX	Clearfield, PA
259	WBGU	Bowling Green, OH
286	WCMU	Mt. Pleasant, MI
287	WUCM	University Center, MI
336	KBYU	Salt Lake City-Provo, UT
369	WVIA	Scranton-Wilkes-Barre, PA
381	WVPT	Staunton, VA
415	WXGA	Waycross, GA
419	WSJK	Sneedville, TN
426	WCBB	Augusta, ME
448	WJSP	Columbus, GA
465	KWSU	Pullman, WA
484	WNIN	Evansville, IN
495	WQLN	Erie, PA
505	WHA	Madison, WI
514	WSKG	Binghamton, NY
517	KESD	Brookings, SD
560	WCES	Wrens, GA
569	WVUT	Vincennes, IN
582	KTXT	Lubbock, TX
615	WETK	Burlington, VT
618	WFSU	Tallahasse, FL
645	WDSE	Duluth, MN
655	KFME	Fargo, ND
656	KTWU	Topeka, KS
693	WDCD	Cochran, GA
704	WVAN	Savannah, GA
709	WSWP	Grandview, WV
738	WMEB	Orono, ME
767	KYVE	Yakima, WA
785	WNPE	Watertown, NY
896	WIPM	Mayaguez, PR
902	WIPR	San Juan, PR

TOTAL STATIONS: 44, 35.2%

TABLE III

STATIONS WITH NO MINORITIES
IN UPPER THREE JOB CATEGORIES

008	WLIW	Garden City, NY	426	WCBB	Augusta, ME
036	WCAE	St. John, IN	447	WACS	Dawson, GA
044	WLVT	Allentown, PA	448	WJSP	Columbus, GA
072	KTEH	San Jose, CA	465	KWSU	Pullman, WA
133	KTCA	St. Paul, MN	482	WTCI	Chattanooga, TN
155	WFYI	Indianapolis, IN	484	WNIN	Evansville, IN
156	WTIU	Bloomington, IN	495	WQLN	Erie, PA
180	KPEC	Lake Wood Center, WA	505	WHA	Madison, WI
196	WNED	Buffalo, NY	514	WSKG	Binghamton, NY
205	WGSF	Newark, OH	517	KESD	Brookings, SD
209	KOAC	Corvallis, OR	560	WCES	Wrens, GA
211	KOAP	Portland, OR	582	KTXT	Lubbock, TX
228	WKNO	Memphis, TN	615	WETK	Burlington, VT
236	WPSX	Clearfield, PA	618	WFSU	Tallahassee, FL
259	WBGU	Bowling Green, OH	645	WDSE	Duluth, MN
267	WITF	Hershey, PA	655	KFME	Fargo, ND
286	WCMU	Mt. Pleasant, MI	656	KTWU	Topeka, KA
287	WUCM	University Center, MI	693	WDCO	Cochran, GA
299	WOUB	Athens, OH	700	KTSC	Pueblo, CO
302	WMUL	Huntington, WV	704	WVAN	Savannah, GA
336	KBYU	Provo, UT	709	WSWP	Grandview, WV
355	KPTS	Hutchinson, KA	738	WMEB	Orono, ME
369	WVIA	Scranton-Wilkes-Barre, PA	785	WNPE	Watertown, NY
381	WVPT	Staunton, VA	896	WIPM	Mayaguez, PR
389	WBRA	Roanoke, VA	902	WIPR	San Juan, PR
415	WXGA	Waycross, GA			
419	WSJK	Sneedville, TN			

TOTAL STATIONS: 52, 41.60%

TABLE IV

STATIONS WITH NO WOMEN
IN UPPER THREE JOB CATEGORIES

* 036	WCAE	St. John, IN
* 155	WFYI	Indianapolis, IN
* 205	WGSF	Newark, OH
* 209	KOAC	Corvallis, OR
283	WMHT	Schenectady, NY
* 286	WCMU	Mt. Pleasant, MI
318	KPBS	San Diego, CA
* 415	WXGA	Waycross, GA
* 447	WACS	Dawson, GA
* 448	WJSP	Columbus, GA
* 484	WNIN	Evansville, IN
* 495	WQLN	Erie, PA
499	WSIU	Carbondale, IL
539	KNME	Albuquerque, NM
* 560	WCES	Wrens, GA
588	KUSD	Vermillion, SD
* 618	WFSU	Talahassee, FL
* 645	WDSE	Duluth, MN
* 656	KTWU	Topeka, KA
* 693	WDCO	Cochran, GA
*700	KTSC	Pueblo, CO
*704	WVAN	Savannah, GA
906	KTGF	Agana, Guam

TOTAL STATIONS: 23, 18.40%

*Indicates stations without minorities in top three categories.

Note: 17 or 13.6% of the stations have neither women nor minorities in top three categories.

Table V

Station by Station

Proportion of Minority Employment in
Upper Three Job Categories and Total Full Time Positions

Station Number	Call Letters	City/State	Market Rank	Percent and Number Minority			
				Officials & Managers	Professionals	Technicians	Full-Time
007	WNET	Newark, NJ	1	6% (5)	19% (28)	18% (16)	18% (89)
008	WLIW	Garden City, NY	1	0%	0%	0%	11% (2)
009	WNYE	New York, NY	1	0%	7% (2)	42% (5)	20% (11)
022	KCET	Los Angeles, CA	2	5% (1)	13% (4)	16% (6)	16% (21)
031	WTTW	Chicago, IL	3	9% (2)	13% (4)	16% (5)	16% (19)
036	WCAE	St. John, IN	3	0%	0%	0%	0%
040	WHYY	Wilmington, DE	4	0%	0%	8% (3)	7% (6)
044	WLVT	Allentown, PA	4	0%	0%	0%	0%
046	WNJT	Trenton, NJ	4	13% (1)	16% (6)	11% (3)	13% (12)
047	WGBH	Boston, MA	5	0%	4% (2)	3% (1)	5% (8)
051	WENH	Durham, NH	5	10% (1)	0%	0%	2% (1)
053	WGBX	Boston, MA	5	0%	7% (1)	9% (1)	8% (4)
061	WTVS	Detroit, MI	6	9% (1)	38% (3)	23% (3)	26% (11)
067	KQED	San Francisco, CA	7	6% (1)	10% (3)	5% (2)	14% (21)
068	KCSM	San Mateo, CA	7		0%	50% (2)	25% (2)
072	KTEH	San Jose, CA	7	0%	0%	0%	0%
076	WVIZ	Cleveland, OH	8	0%	14% (1)	5% (1)	5% (3)
085	WETA	Washington, DC	9	11% (1)	12% (3)	19% (6)	21% (18)
089	WQED	Pittsburgh, PA	10	13% (3)	12% (5)	0%	8% (12)
091	WWVU	Morgantown, WV	10	0%	5% (1)	0%	2% (1)
092	WPBT	Miami, FL	11	0%	14% (1)	8% (1)	5% (2)
105	WMPB	Baltimore, MD	12	20% (1)	19% (8)	11% (12)	16% (33)
110	KERA	Dallas, TX	13	0%	13% (4)	0%	11% (8)
117	WEDH	Hartford, CN	14		0%	4% (1)	3% (1)
122	KETC	St. Louis, MO	15	0%	0%	36% (4)	13% (8)
128	WMUB	Oxford, OH	16	0%	0%	0%	0%
130	WCET	Cincinnati, OH	16	0%	13% (1)	20% (1)	7% (2)
133	KTCA	St. Paul, MN	17	0%	0%	0%	3% (1)
141	WGTV	Athens, GA	18	0%	0%	6% (1)	8% (3)
144	WETV	Atlanta, GA	18	0%	8% (1)	6% (1)	10% (4)
149	WSBE	Providence, RI	19	0%	0%	50% (1)	5% (1)
155	WFYI	Indianapolis, IN	20	0%	0%	0%	0%
156	WTIU	Bloomington, IN	20	0%	0%	0%	0%
161	WYES	New Orleans, LA	21	0%	0%	7% (1)	11% (4)
164	KUHT	Houston, TX	22	0%	0%	13% (1)	5% (1)
170	KVIE	Sacramento, CA	23	20% (1)	0%	13% (1)	12% (2)
177	KCTS	Seattle, WA	24	0%	11% (1)	25% (2)	13% (3)
180	KPEC	Lakewood Center, WA	24	0%	0%	0%	0%

Table V

Station Number	Call Letters	City/State	Market Rank	Percent and Number Minority			
				Officials & Managers	Professionals	Technicians	Full-Time
181	KTPS	Tacoma, WA	24	0%	0%	0%	0%
185	KCPT	Kansas City, MO	25	0%	0%	25% (1)	18% (3)
189	WMVS	Milwaukee, WI	26	0%	4% (1)	0%	2% (1)
196	WNED	Buffalo, NY	27	0%	0%	0%	6% (2)
205	WGSF	Newark, OH	29	0%	0%	0%	0%
206	WOSU	Columbus, OH	29	0%	0%	6% (1)	2% (1)
209	KOAC	Corvallis, OR	30	0%	0%	0%	0%
211	KOAP	Portland, OR	30	0%	0%	0%	0%
213	WEDU	Tampa, FL	31	13% (1)	38% (3)	8% (1)	17% (7)
224	WTVI	Charlotte, NC	32	0%	8% (1)	40% (2)	15% (5)
228	WKNO	Memphis, TN	33	0%	0%	0%	10% (4)
236	WPSX	Clearfield, PA	35	0%	0%	0%	0%
242	WBIQ	Birmingham, AL	36		0%	8% (3)	7% (4)
245	WDCN	Nashville, TN	37	0%	10% (1)	0%	17% (6)
252	KRMA	Denver, CO	38	0%	25% (2)	11% (4)	12% (7)
258	WGTE	Toledo, OH	39	0%	33% (1)	0%	6% (1)
259	WBGU	Bowling Green,OH	39	0%	0%	0%	0%
264	WITF	Hershey, PA	40	0%	0%	0%	2% (1)
273	WCNY	Syracuse, NY	42	0%	13% (1)	0%	5% (2)
283	WMHT	Schenectady, NY	45	0%	0%	13% (1)	6% (2)
286	WCMU	Mt. Pleasant, MI	46	0%	0%	0%	0%
287	WUCM	University Center, MI	46	0%	0%	0%	0%
291	WKPC	Louisville, KY	47	0%	7% (2)	20% (2)	6% (4)
299	WOUB	Athens, OH	48	0%	0%	0%	3% (1)
302	WMUL	Huntington, WV	48	0%	0%	0%	11% (4)
304	WUNC	Chapel Hill, NC	49	0%	0%	14% (3)	8% (5)
311	KETA	Oklahoma City, OK	50	0%	14% (1)	0%	13% (1)
312	KOKH	Oklahoma City, OK	50	17% (1)	22% (2)	13% (2)	22% (8)
315	WMSB	Onondaga, MI	51	0%	11% (2)	0%	5% (3)
318	KPBS	San Diego, CA	52	0%	50% (2)	11% (1)	23% (6)
324	WXXI	Rochester, NY	53	9% (1)	0%	0%	3% (1)
329	WHRO	Hampton, VA	54	0%	13% (1)	20% (1)	18% (6)
334	KUED	Salt Lake City,UT	55	0%	0%	8% (1)	3% (1)
336	KBYU	Salt Lake City/Provo, UT	55	0%	0%	0%	0%
344	KLRN	San Antonio, TX	57	33% (1)	14% (3)	17% (4)	15% (10)
350	WMFE	Orlando, FL	58	0%	0%	13% (1)	4% (1)
355	KPTS	Hutchinson, KS	59	0%	0%	0%	13% (3)
369	WVIA	Scranton/Wilkes Barre, PA	61	0%	0%	0%	0%
372	KAET	Phoenix, AZ	62	20% (1)	0%	0%	8% (2)
381	WVPT	Staunton, VA	63	0%	0%	0%	0%
389	WBRA	Roanoke, VA	65	0%	0%	0%	6% (2)
395	KETS	Littlerock, AR	67	0%	14% (2)	0%	13% (5)

Station Number	Call Letters	City/State	Market Rank	Percent and Number Minority			
				Officials & Managers	Professionals	Technicians	Full-Time
402	WSRE	Pensacola, FL	68	0%	0%	13% (1)	7% (2)
413	WUFT	Gainsville, FL	72	0%	5% (1)		4% (1)
414	WJCT	Jacksonville, FL	72	0%	10% (2)	11% (1)	6% (3)
415	WXGA	Waycross, GA	72	0%	0%	0%	0%
419	WSJK	Sneedville, TN	73	0%	0%	0%	0%
426	WCBB	Augusta, ME	74	0%	0%	0%	0%
444	WMAA	Jackson, MS	77	0%	6% (2)	0%	7% (9)
447	WACS	Dawson, GA	78	0%	0%	0%	0%
448	WJSP	Columbus, GA	78	0%	0%	0%	0%
464	KSPS	Spokane, WA	82	0%	0%	12% (2)	7% (2)
465	KWSU	Pullman, WA	82	0%	0%	0%	0%
482	WTCI	Chattanooga, TN	87	0%	0%	0%	8% (2)
484	WNIN	Evansville, IN	88	0%	0%	0%	0%
491	WRLK	Columbia, SC	89	0%	4% (1)	8% (5)	8% (11)
495	WQLN	Erie, PA	90	0%	0%	0%	0%
499	WSIU	Carbondale, IL	91	0%	0%	8% (1)	5% (1)
505	WHA	Madison, WI	92	0%	0%	0%	0%
514	WSKG	Binghamton, NY	94	0%	0%	0%	0%
517	KESD	Brookings, SD	95	0%	0%	0%	0%
529	KUON	Lincoln, NB	96	0%	0%	13% (2)	3% (2)
539	KNME	Albuquerque, NM	98	0%	25% (1)	14% (1)	15% (4)
560	WCES	Wrens, GA	104	0%	0%	0%	0%
569	WVUT	Vincennes, IN	106	0%	0%	0%	0%
576	WAIQ	Montgomery, AL	108	13% (1)	0%	8% (3)	7% (4)
582	KTXT	Lubbock, TX	111	0%	0%	0%	0%
588	KUSD	Vermillion, SD	112	0%	40% (2)	0%	13% (2)
603	KHET	Honolulu, HI	113	0%	20% (1)	75% (9)	41% (12)
615	WETK	Burlington, VT	115	0%	0%	0%	0%
618	WFSU	Tallahasse, FL	116	0%	0%	0%	0%
645	WDSE	Duluth, MN	124	0%	0%	0%	0%
655	KFME	Fargo, ND	126	0%	0%	0%	0%
656	KTWU	Topeka, KS	127	0%	0%	0%	0%
661	WKLE	Lexington, KY	128	0%	4% (1)	5% (2)	5% (4)
680	KUAT	Tucson, AZ	135	0%	17% (2)	14% (1)	18% (7)
693	WDCO	Cochran, GA	139	0%	0%	0%	0%
700	KTSC	Pueblo, CO	141	0%	0%	0%	11% (1)
704	WVAN	Savannah, GA	142	0%	0%	0%	0%
709	WSWP	Grandview, WV	143	0%	0%	0%	0%
738	WMEB	Orono, MI	154	0%	0%	0%	0%
767	KYVE	Yakima, WA	162	0%	0%	0%	0%
779	KLVX	Las Vegas, NV	166	0%	8% (1)	0%	4% (1)
785	WNPE	Watertwon, NY	169	0%	0%	0%	0%
896	WIPM	Mayaguez, PR		0%	0%	0%	0%
902	WIPR	San Juan, PR		0%	0%	0%	0%
906	KTGF	Agana, Guam		0%	0%	100% (1)	50% (5)

TABLE VI

Station by Station

Proportion of Female Employment in
Upper Three Job Categories and Full Time Positions

Station Number	Call Letters	City/ State	Percent and Number Female			
			Officials & Managers	Professionals	Technicians	Full-Time
007	WNET	Newark, NJ	20% (16)	43% (65)	5% (4)	40% (193)
008	WLIW	Garden City, NY	50% (2)	67% (4)	0%	63% (12)
009	WNYE	New York, NY	50% (3)	43% (12)	0%	29% (16)
022	KCET	Los Angeles, CA	19% (4)	19% (6)	0%	30% (40)
031	WTTW	Chicago, IL	32% (7)	41% (13)	0%	34% (42)
036	WCAE	St. John, IN	0%	0%	0%	17% (1)
040	WHYY	Wilmington, DE	10% (1)	10% (1)	0%	19% (15)
044	WLVT	Allentown, PA	25% (1)	25% (1)	0%	29% (5)
046	WNJT	Trenton, NJ	13% (1)	22% (8)	0%	27% (25)
047	WGBH	Boston, MA	6% (1)	39% (18)	3% (1)	37% (55)
051	WENH	Durham, NH	0%	18% (2)	0%	19% (9)
053	WGBX	Boston, MA	0%	40% (6)	9% (1)	37% (19)
061	WTVS	Detroit, MI	27% (3)	38% (3)	0%	33% (14)
067	KQED	San Francisco, CA	28% (5)	26% (8)	0%	27% (42)
068	KCSM	San Mateo, CA		0%	0%	25% (2)
072	KTEH	San Jose, CA	0%	100% (1)	0%	27% (3)
076	WVIZ	Cleveland, OH	46% (5)	43% (3)	0%	33% (19)
085	WETA	Washington, D. C.	0%	40% (10)	0%	28% (25)
089	WQED	Pittsburgh, PA	17% (4)	24% (10)	3% (1)	32% (49)
091	WWVU	Morgantown, WV	0%	20% (4)	0%	26% (14)
092	WPBT	Miami, FL	33% (2)	57% (4)	0%	37% (14)
105	WMPB	Baltimore, MD	0%	23% (10)	28% (31)	33% (67)
110	KERA	Dallas, TX	22% (2)	32% (10)	0%	37% (28)
117	WEDH	Hartford, CN		0%	9% (2)	38% (14)
122	KETC	St. Louis, MO	0%	26% (9)	27% (3)	33% (21)
128	WMUB	Oxford, OH	0%	0%		13% (1)
130	WCET	Cincinnati, OH	40% (4)	25% (2)	0%	41% (12)
133	KTCA	St. Paul, MN	0%	10% (1)	0%	26% (9)
141	WGTV	Athens, GA	17% (1)	33% (2)	0%	30% (12)
144	WETV	Atlanta, GA	0%	42% (5)	11% (2)	29% (12)
149	WSBE	Providence RI	17% (1)	0%	0%	25% (5)
155	WFYI	Indianapolis, IN	0%	0%	0%	20% (2)
156	WTIU	Bloomington, IN	0%	40% (2)	0%	19% (3)
161	WYES	New Orleans, LA	20% (1)	0%	0%	31% (11)
164	KUHT	Houston, TX	20% (1)	33% (2)	0%	24% (5)
170	KVIE	Sacramento, CA	20% (1)	0%	38% (3)	24% (4)
177	KCTS	Seattle, WA	25% (1)	11% (1)	0%	21% (5)
180	KPEC	Lakewood Center, WA	0%	39% (5)	14% (1)	43% (12)
181	KTPS	Tacoma, WA	0%	7% (1)		21% (4)
185	KCPT	Kansas City, MO	0%	33% (1)	0%	24% (4)

Station Number	Call Letters	City/State	Percent and Number Female			
			Officials & Managers	Professionals	Technicians	Full-Time
189	WMVS	Milwaukee, WI	0%	20% (5)	0%	20% (11)
196	WNED	Buffalo, NY	14% (2)	50% (1)	0%	31% (11)
205	WGSF	Newark, OH	0%	0%	0%	20% (1)
206	WOSU	Columbus, OH	25% (1)	18% (3)	0%	24% (11)
209	KOAC	Corvallis, OR	0%	0%	0%	20% (3)
211	KOAP	Portland, OR	0%	17% (1)	0%	18% (5)
213	WEDU	Tampa, FL	25% (2)	13% (1)	0%	33% (14)
224	WTVI	Charlotte, NC	40% (2)	17% (2)	0%	29% (10)
228	WKNO	Memphis, TN	50% (4)	50% (3)	0%	33% (13)
236	WPSX	Clearfield, PA	0%	12% (3)	0%	17% (9)
242	WBIQ	Birmingham, AL	38% (3)	25% (1)	0%	16% (9)
245	WDCN	Nashville, TN	17% (1)	30% (3)	0%	31% (11)
252	KRMA	Denver, CO	0%	50% (4)	6% (2)	26% (15)
258	WGTE	Toledo, OH	40% (2)	33% (1)	0%	35% (6)
259	WGBU	Bowling Green, OH	20% (1)	33% (3)	0%	28% (7)
264	WITF	Hershey, PA	14% (1)	29% (6)	0%	29% (15)
273	WCNY	Syracuse, NY	36% (4)	13% (1)	0%	32% (12)
283	WMHT	Schenectady, NY	0%	0%	0%	21% (7)
286	WCMU	Mt. Pleasant, MI	0%	0%	0%	9% (1)
287	WUCM	University Center, MI	0%	20% (1)	0%	27% (4)
291	WKPC	Louisville, KY	10% (1)	43% (13)	0%	41% (27)
299	WOUB	Athens, OH	0%	17% (4)	0%	22% (7)
302	WMUL	Huntington, WV	43% (3)	60% (3)	7% (1)	34% (12)
304	WUNC	Chapel Hill, NC	0%	4% (1)	0%	14% (9)
311	KETA	Oklahoma City, OK	0%	14% (1)	0%	13% (1)
312	KOKH	Oklahoma City, OK	0%	89% (8)	0%	30% (11)
315	WMSB	Onondaga, MI	17% (2)	16% (3)	0%	21% (12)
318	KPBS	San Diego, CA	0%	0%	0%	31% (8)
324	WXXI	Rochester, NY	36% (4)	33% (2)	0%	35% (12)
329	WHRO	Hampton, VA	25% (2)	25% (2)	0%	30% (10)
334	KUED	Salt Lake City, UT	0%	9% (1)	8% (1)	17% (5)
336	KBYU	Salt Lake City/Provo, UT	0%	11% (1)	0%	15% (3)
344	KLRN	San Antonio, TX	33% (1)	36% (8)	0%	35% (23)
350	WMFE	Orlando, FL	0%	25% (4)	0%	22% (6)
355	KPTS	Hutchinson, KS	22% (2)	50% (2)	0%	30% (7)
369	WVIA	Scranton/Wilkes Barre, PA	38% (3)	33% (1)	0%	30% (7)
372	KAET	Phoenix, AZ	0%	20% (1)	0%	24% (6)
381	WVPT	Staunton, VA	0%	40% (2)	0%	31% (5)
389	WBRA	Roanoke, VA	0%	50% (3)	0%	23% (8)
395	KETS	Littlerock, AR	0%	21% (3)	0%	21% (8)
402	WSRE	Pensacola, FL	25% (2)	20% (2)	0%	21% (6)
413	WUFT	Gainesville, FL	33% (1)	5% (1)		21% (6)
414	WJCT	Jacksonville, FL	0%	15% (3)	0%	17% (8)

Station Number	Call Letters	City/State	Percent and Number Female			
			Officials & Managers	Professionals	Technicians	Full-Time
415	WXGA	Waycross, GA	0%	0%	0%	0%
419	WSJK	Sneedville, TN	0%	36% (4)	0%	24% (10)
426	WCBB	Augusta, ME	0%	50% (1)	0%	39% (5)
444	WMAA	Jackson, MS	0%	22% (8)	10% (1)	21% (25)
447	WACS	Dawson, GA	0%	0%	0%	0%
448	WJSP	Columbus, GA	0%	0%	0%	0%
464	KSPS	Spokane, WA	0%	75% (3)	0%	22% (6)
465	KWSU	Pullman, WA	0%	33% (1)	0%	22% (2)
482	WTCI	Chattanooga, TN	0%	57% (4)	0%	29% (7)
484	WNIN	Evansville, IN	0%	0%	0%	18% (2)
491	WRLK	Columbia, SC	0%	39% (9)	7% (4)	23% (31)
495	WQLN	Erie, PA	0%	0%	0%	25% (4)
499	WSIU	Carbondale, IL	0%	0%	0%	5% (1)
505	WHA	Madison, WI	14% (1)	21% (5)	0%	30% (16)
514	WSKG	Binghamton, NY	50% (1)	33% (1)	0%	55% (6)
517	KESD	Brookings, SD	0%	25% (1)	0%	17% (2)
529	KUON	Lincoln, NB	0%	4% (2)	27% (4)	17% (14)
539	KNME	Albuquerque, NM	0%	0%	0%	11% (3)
560	WCES	Wrens, GA	0%	0%	0%	0%
569	WVUT	Vincennes, IN	0%		0%	33% (2)
576	WAIQ	Montgomery, AL	38% (3)	25% (1)	0%	16% (9)
582	KTXT	Lubbock, TX	0%	33% (1)	0%	22% (2)
588	KUSD	Vermillion, SD	0%	0%	0%	20% (3)
603	KHET	Honolulu, HI	0%	40% (2)	0%	28% (8)
615	WETK	Burlington, VT	0%	20% (2)	0%	21% (7)
618	WFSU	Tallahassee, FL	0%	0%	0%	5% (1)
645	WDSE	Duluth, MN	0%	0%	0%	11% (1)
655	KFME	Fargo, ND	33% (1)	0%	0%	36% (4)
656	KTWU	Topeka, KS	0%	0%	0%	17% (1)
661	WKLE	Lexington, KY	14% (2)	42% (11)	0%	24% (21)
680	KUAT	Tucson, AZ	0%	25% (3)	0%	32% (12)
693	WDCO	Cochran, GA	0%	0%	0%	0%
700	KTSC	Pueblo, CO	0%	0%	0%	33% (3)
704	WVAN	Savannah, GA	0%	0%	0%	0%
709	WSWP	Grandview, WV	0%	14% (1)	0%	22% (4)
738	WMEB	Orono, MI	0%	20% (3)	0%	32% (14)
767	KYVE	Yakima, WA	33% (1)		0%	20% (1)
779	KLVX	Las Vegas, NV	17% (1)	17% (2)	0%	33% (8)
785	WNPE	Watertown, NY	33% (1)	0%	0%	39% (5)
896	WIPM	Mayaguez, PR	0%	100% (1)	5% (1)	19% (7)
902	WIPR	San Juan, PR	0%	20% (4)	17% (14)	21% (26)
906	KTGF	Agana, Guam	0%	0%	0%	40% (4)

Table VII

State by State

Proportion of Minority Population
and Proportion of Minority Employment in
Top Three Job Categories and Total Full Time Positions

STATE	Percent and Number Minority				
	Population	Officials & Managers	Professionals	Technicians	Full-Time
ALABAMA	26 %	13% (2)	0 %	8 % (6)	7 % (8)
ARKANSAS	18.8%	0%	14% (2)	0 %	13% (5)
ARIZONA	9.3%	8% (1)	12% (2)	6 % (1)	14% (9)
CALIFORNIA	10.9%	6% (3)	13% (9)	12% (12)	15% (52)
CONNECTICUT	6.4%		0%	4% (1)	3% (1)
COLORADO	4.2%	0%	20% (2)	11% (4)	12% (8)
DISTRICT OF COLUMBIA	72.3%	11% (1)	12% (3)	19% (6)	21% (18)
DELAWARE	14.8%	0%	0%	8% (3)	7% (6)
FLORIDA	15.8%	2% (1)	8% (7)	7% (5)	7% (18)
GEORGIA	26.1%	0%	6% (1)	4% (2)	7% (8)
HAWAII	61.2%	0%	20% (1)	75% (9)	41% (12)
IOWA	1.4%	0%	0%	0%	0%
IDAHO	1.9%	0%	0%	0%	0%
ILLINOIS	13.6%	8% (2)	11% (4)	14% (6)	14% (20)
INDIANA	7.1%	0%	0%	0%	0%
KANSAS	5.5%	0%	0%	0%	10% (3)
KENTUCKY	7.6%	0%	5% (3)	8% (4)	5% (8)
LOUISIANA	30.2%	0%	0%	7% (1)	11% (4)
MASSACHUSETTS	3.7%	0%	5% (3)	5% (2)	6% (12)
MARYLAND	18.5%	20% (1)	19% (8)	11% (12)	16% (33)
MAINE	.6%	0%	0%	0%	0%
MISSOURI	10.6%	0%	0%	33% (5)	14% (11)
MICHIGAN	11.7%	4% (1)	13% (5)	10% (3)	11% (14)
MINNESOTA	1.8%	0%	0%	0%	2% (1)
MISSISSIPPI	37.1%	0%	6% (2)	0%	7% (9)
NEBRASKA	8.3%	0%	0%	13% (2)	3% (2)
NORTH CAROLINA	23.4%	0%	3% (1)	19% (5)	10% (10)
NORTH DAKOTA	2.9%	0%	0%	0%	0%
NEW HAMPSHIRE	.6%	10% (1)	0%	0%	2% (1)
NEW JERSEY	11.4%	7% (6)	18% (34)	16% (19)	18% (101)
NEW MEXICO	9.8%	0%	25% (1)	14% (1)	15% (4)
NEVADA	8.2%	0%	8% (1)	0%	4% (1)
NEW YORK	13.1%	2% (1)	5% (3)	12% (6)	8% (20)
OHIO	9.4%	0%	4% (3)	5% (3)	4% (8)
OKLAHOMA	11.1%	14% (1)	19% (3)	13% (2)	20% (9)

STATE	Percent and Number Minority				
	Population	Officials & Managers	Professionals	Technicians	Full-Time
OREGON	2.8%	0%	0%	0%	0%
PENNSYLVANIA	8.9%	6% (3)	5% (5)	0%	4% (13)
RHODE ISLAND	3.3%	0%	0%	50% (1)	5% (1)
SOUTH CAROLINA	30.7%	0%	4% (1)	8% (5)	8% (11)
SOUTH DAKOTA	5.2%	0%	22% (2)	0%	7% (2)
TENNESSEE	16.3%	0%	3% (1)	0%	9% (12)
TEXAS	13.3%	5% (1)	11% (7)	13% (5)	11% (19)
UTAH	2.5%	0%	0%	6% (1)	2% (1)
VIRGINIA	19.1%	0%	5% (1)	5% (1)	10% (8)
VERMONT	.3%	0%	0%	0%	0%
WASHINGTON	4.6%	0%	2% (1)	11% (4)	5% (5)
WEST VIRGINIA	4.4%	0%	3% (1)	0%	5% (5)
WISCONSIN	3.5%	0%	2% (1)	0%	2% (2)
PUERTO RICO		0%	0%	0%	0%
GUAM		0%	0%	100% (1)	50% (5)

Table VIII

State by State

Proportion of Female Employment in
Upper Three Job Categories and Total Full Time Positions

STATE	Percent and Number Female			
	Officials & Managers	Professionals	Technicians	Full-Time
ALABAMA	38% (6)	25% (2)	0%	16% (18)
ARIZONA	0%	24% (4)	0%	29% (18)
ARKANSAS	0%	21% (3)	0%	21% (8)
CALIFORNIA	19% (10)	21% (15)	3% (3)	28% (99)
CONNECTICUT		0%	9% (2)	38% (14)
COLORADO	0%	40% (4)	5% (2)	27% (18)
WASHINGTON, DC	0%	40% (10)	0%	28% (25)
DELAWARE	10% (1)	10% (1)	0%	19% (15)
FLORIDA	19% (8)	18% (16)	1% (1)	25% (65)
GEORGIA	6% (1)	39% (7)	4% (2)	21% (24)
HAWAII	0%	40% (2)	0%	28% (8)
IOWA	0%	17% (3)	0%	17% (9)
IDAHO	0%	25% (1)	0%	25% (2)
ILLINOIS	27% (7)	35% (13)	0%	30% (43)
INDIANA	0%	17% (2)	0%	20% (10)
KANSAS	20% (2)	33% (2)	0%	28% (8)
KENTUCKY	13% (3)	43% (24)	0%	31% (48)
LOUISIANA	20% (1)	0%	0%	31% (11)
MASSACHUSETTS	5% (1)	39% (24)	5% (2)	37% (74)
MARYLAND	0%	23% (10)	28% (31)	33% (67)
MAINE	0%	24% (4)	0%	33% (19)
MICHIGAN	19% (5)	18% (7)	0%	25% (31)
MINNESOTA	0%	8% (1)	0%	23% (10)
MISSOURI	0%	26% (10)	20% (3)	31% (25)
MISSISSIPPI	0%	22% (8)	10% (1)	21% (25)
NEBRASKA	0%	4% (2)	27% (4)	17% (14)
NORTH CAROLINA	33% (2)	8% (3)	0%	19% (19)
NORTH DAKOTA	33% (1)	0%	0%	36% (4)
NEW HAMPSHIRE	0%	18% (2)	0%	19% (9)
NEW JERSEY	20% (17)	39% (73)	3% (4)	38% (218)
NEW MEXICO	0%	0%	0%	11% (3)
NEVADA	17% (1)	17% (2)	0%	33% (8)
NEW YORK	28% (17)	35% (21)	0%	34% (81)
OHIO	30% (13)	23% (16)	0%	29% (64)
OKLAHOMA	0%	56% (9)	0%	27% (12)
OREGON	0%	11% (1)	0%	19% (8)
PENNSYLVANIA	17% (9)	22% (21)	1% (1)	89% (28)

STATE	Percent and Number Female			
	Officials & Managers	Professionals	Technicians	Full-Time
RHODE ISLAND	17% (1)	0%	0%	25% (5)
SOUTH CAROLINA	0%	39% (9)	7% (4)	23% (31)
SOUTH DAKOTA	0%	11% (1)	0%	19% (5)
TENNESSEE	28% (5)	41% (14)	0%	29% (41)
TEXAS	20% (4)	34% (21)	0%	34% (58)
UTAH	0%	10% (2)	6% (1)	16% (8)
VIRGINIA	14% (2)	27% (7)	0%	27% (23)
VERMONT	0%	20% (2)	0%	21% (7)
WASHINGTON	13% (2)	26% (11)	3% (1)	27% (30)
WISCONSIN	8% (1)	20% (10)	0%	25% (27)
WEST VIRGINIA	27% (3)	25% (8)	3% (1)	28% (30)
PUERTO RICO	0%	24% (5)	14% (15)	21% (33)
GUAM	0%	0%	0%	40% (4)

APPENDIX C

FCC-REQUIRED INFORMATION CONCERNING PUBLIC TELEVISION BOARDS OF DIRECTORS

FCC-Required Information Concerning Directors
of
ETV Stations

The applicant for a noncommercial broadcast license is required to list members of the governing body (Section II, Question 11 of Form 340). Applicants other than governmental bodies or educational institutions are further required to submit "evidence that officers, directors, and members of the governing board are broadly representative of the educational, cultural and civic groups in the community" (Section II, Question 12 of Form 340). Applicants are not required to show how well such boards represent racial and ethnic groups.

Ownership Reports (Form 323E) must be submitted every three years with the station's license renewal application and, in the interim, when changes occur in the governing board. This form requires a listing of the members, including name and residence; office held, citizenship, principal profession or occupation, and the method of appointment or election. It does not require any evidence that the membership is representative of the community.

APPENDIX D

PUBLIC TELEVISION STATIONS AND MARKETS INCLUDED IN DIRECTORSHIP STUDY

Markets and Stations Included in Study
Sample from Top 20 Markets

Market Rank	City	Station	Channel	Licensee
# 1	New York, New York	WNDT	13	Educational Broadcasting Corp.
		WNYC	31	City of New York, Muncipal Broadcasting System
		WNYE	25	Board of Education, City of New York
# 2	Los Angeles, California	KCET	28	Community Television of Southern California
# 3	Chicago, Illinois	WTTW	11	Chicago Educational Television
		WXXW	20	Association (both stations)
# 4	Philadelphia, Pennsylvania (WHYY licensed to Wilmington, Delaware)	WHYY	12	WHYY, Inc. (both stations)
		WUHY	35	
# 5	Boston, Massachusetts	WGBH	2	WGBH Educational Foundation (both
		WGBX	44	stations)
# 7	San Francisco, California	KQED	9	Bay Area Educational Television Association
# 10	Pittsburgh, Pennsylvania	WQED	13	Metropolitan Pittsburgh Educational Television
# 11	St. Louis, Missouri	KETC	9	St. Louis Educational Television Commission
# 12	Dallas-Ft. Worth, Texas	KERA	13	Public Television Foundation for North Texas
# 13	Minneapolis-St. Paul,	KTCA	2	Twin City Area ETV Corporation (both
		KTCI	17	stations)
# 15	Baltimore, Maryland	WMPB	67	Maryland Public Broadcasting Commission
# 16	Atlanta, Georgia	WETV	30	Board of Education, City of Atlanta
# 17	Seattle, Washington	KCTS	9	University of Washington
	Tacoma, Washington	KTPS	62	Tacoma School District #10

Sample From Markets Below Top 20

Market Rank	City	Station	Channel	Licensee
# 22	Sacramento-Stockton, CA	KVIE	6	Central California Educational Television
# 25	Buffalo, New York	WNED	17	Western New York Educational TV Association, Inc.
# 39	Birmingham, Alabama	WBIQ	10	Alabama Educational Television Commission[1]
# 41	Denver, Colorado	KRMA	6	Denver Public Schools
# 42	Greenville-Spartanburg, S.C./ Asheville, N.C.	WNTV WUNF	29 33	S.C. Educational Television Commission University of North Carolina
# 56	Tulsa, Oklahoma	KOED	11	Oklahoma Educational Television Authority
# 80	Des Moines, Iowa	KDIN	11	Iowa Educational Broadcasting Network, State Educational Radio-TV Facility Board
# 82	Columbus, Georgia	WJSP	28	Georgia State Board of Education[2]
# 121	Charleston, South Carolina	WITV	7	S.C. Educational Television Commission[3]
# 176	Harrisonburg, Virginia	WVPT	51	Shenandoah Valley Educational Television Corporation

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[1]The Alabama Educational Television Commission is also the licensee of WCIQ, Channel 7, Cheaha, Alabama; WDIQ, Channel 2, Dozier, Alabama; WFIQ, Channel 36, Florence, Alabama; WHIQ, Channel 25, Huntsville, Alabama; WGIQ, Channel 43, Louisville, Alabama; WEIQ, Channel 42, Mobile, Alabama; and WAIQ, Channel 26, Montgomery, Alabama.

[2]The Georgia State Board of Education is also licensee of WABW, Channel 14, Pelham, Georgia; WCLP, Channel 18, Chatsworth, Georgia; WVAN, Channel 9, Pembroke, Georgia; WACS, Channel 25, Dawson, Georgia; WDCO, Channel 15, Cochran, Georgia; WCES, Channel 20, Wrens, Georgia; and WXGA, Channel 8, Waycross, Georgia.

[3]In addition to WNTV and WITV (both in the sample), the South Carolina Educational Television Commission is licensee of WEBA, Channel 14, Barnwell, S.C.; WRLK, Channel 31, Columbia, S.C., and WJPM, Channel 33, Florence S.C.

APPENDIX E

Composition of Directorships
Public Television Boards

Breakdown of Selected Educational Television Station
Boards of Directors by Race and Sex

Station	Date of Received FCC Information	Total # of Directors	Total # of Minorities	Blacks	Spanish Surnamed Americans	Orientals	Whites	Men	Women
WNET* New York City	Nov. 3, 1972	27	2(7.4 %)	2(7.4 %)	0	0	25(92.5 %)	22(81.4 %)	5(18.5 %)
WNYC New York City	Mar. 3, 1972	8	1(12.5 %)	1(12.5 %)	0	0	7(87.5 %)	8(100 %)	0
WNYE New York City	Jan. 28, 1972	7	2(28.57%)	1(14.3 %)	1(14.3 %)	0	5(71.4 %)	6(85.7 %)	1(14.3 %)
KCET Los Angeles	Apr. 24, 1972	40	4(10 %)	3(7.5 %)	1(2.5 %)	0	36(90 %)	34(85 %)	6(15 %)
WTTW, WXXW Chicago	Oct. 4, 1971	35	4(11.42%)	3(8.6 %)	1(2.8 %)	0	31(88.6 %)	31(88.5 %)	4(11.6 %)
WLSY, Philadelphia WHYY, Wilmington	May 21, 1970	26	1(3.84%)	1(3.8 %)	0	0	25(96.2 %)	24(92.3 %)	2(7.7 %)
WGBH,X Boston	Dec. 28, 1971	20	0	0	0	0	20(100 %)	19(95 %)	1(5 %)
KQED** San Francisco	Aug. 15, 1971	29	3(10.34%)	2	0	1(3.4 %)	25(86.2 %)	23(79.3 %)	6(20.7 %)
WQED Pittsburgh	Apr. 5, 1972	56	6(10.7 %)	6(10.7 %)	0	0	50(89.3 %)	50(89.3 %)	6(10.7 %)
KETC St. Louis	Oct. 23, 1970	10	0	0	0	0	10(100 %)	10(100 %)	0

*Information received 11/3/72 from office of James Day, president of Educational Broadcasting Corporation.
**Race of one male KQED director unknown.

APPENDIX E

Composition of Directorships
Public Television Boards

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WNYC New York City	Mar. 3, 1972	8	1(12.5 %)	1(12.5 %)	0	0	7(87.5 %)	8(100 %)	0
WNYE New York City	Jan. 28, 1972	7	2(28.57%)	1(14.3 %)	1(14.3 %)	0	5(71.4 %)	6(85.7 %)	1(14.3 %)
KCET Los Angeles	Apr. 24, 1972	40	4(10 %)	3(7.5 %)	1(2.5 %)	0	36(90 %)	34(85 %)	6(15 %)
WTTW, WXXW Chicago	Oct. 4, 1971	35	4(11.42%)	3(8.6 %)	1(2.8 %)	0	31(88.6 %)	31(88.5 %)	4(11.6 %)
WUHY, Philadelphia WHYY, Wilmington	May 21, 1970	26	1(3.84%)	1(3.8 %)	0	0	25(96.2 %)	24(92.3 %)	2(7.7 %)
WGBH,X Boston	Dec. 28, 1971	20	0	0	0	0	20(100 %)	19(95 %)	1(5 %)
KQED** San Francisco	Aug. 15, 1971	29	3(10.34%)	2	0	1(3.4 %)	25(86.2 %)	23(79.3 %)	6(20.7 %)
WQED Pittsburgh	Apr. 5, 1972	56	6(10.7 %)	6(10.7 %)	0	0	50(89.3 %)	50(89.3 %)	6(10.7 %)
KETC St. Louis	Oct. 23, 1970	10	0	0	0	0	10(100 %)	10(100 %)	0

*Information received 11/3/72 from office of James Day, president of Educational Broadcasting Corporation.
**Race of one male KQED director unknown.

Attachment B

Station	Date of Received FCC Information	Total # of Director	Total # of Minorities	Blacks	Spanish Surnamed Americans	Orientals	Whites	Men	Women
KTCA, I Minneapolis-St. Paul, MN	Sept. 1971	36	1(2.77%)	1(2.77%)	0	0	35(97.22%)	31(86.11%)	5(12.88%)
WMPB Baltimore, Maryland	Aug. 18, 1971	11	2(18.18%)	2(18.18%)	0	0	9(81.81%)	10(90.9 %)	1(9.1 %)
WCTV Atlanta	Feb. 1, 1972	10	3(30 %)	3(30 %)	0	0	7(70 %)	8(80 %)	2(20 %)
KCTS Seattle	Oct. 1, 1971	10	1(10 %)	1(10 %)	0	0	9(90 %)	10(100 %)	0
KVIE Sacramento	Mar. 23, 1972	22	3(13.62%)	2(9.09%)	0	1(4.54%)	19(86.36%)	17(77.27%)	5(22.7 %)
KTPS Tacoma, Washington	Oct. 13, 1971	5	0	0	0	0	5(100 %)	5(100 %)	0
WNED Buffalo	Feb. 22, 1972	24	3(12.5 %)	3(12.5 %)	0	0	21(87.5 %)	21(87.5 %)	3(12.5 %)
WBIQ Birmingham	Aug. 24, 1971	7	0	0	0	0	7(100 %)	5(71.42%)	2(28.57%)
KRMA* Denver	May 25, 1971	10	1(10 %)	0	1(10 %)	0	9(90 %)	10(100 %)	0
WITV Charleston, SC WNTV Greenville, SC	Mar. 6, 1972	13	0	0	0	0	13(100 %)	13(100 %)	0
WUNF** Asheville, NC	Apr. 15, 1970	96	0	0	0	0	96(100 %)	86(89.58%)	10(10.4 %)

*KRMA-Denver has added an Indian woman to board of directors since filing information with FCC May 25, 1971.

**The governing structure of WUNF and its sister stations has changed since the April 15, 1970, information was filed with the FCC. A 32-person board of governors now directs station operations.

Attachment B

Station	Date of Received FCC Information	Total # of Director	Total # of Minorities	Blacks	Spanish Surnamed Americans	Orientals	Whites	Men	Women
KETA Oklahoma City	Feb. 15, 1971	13	1(7.69%)	1(7.69%)	0	0	12(92.3 %)	12(92.3 %)	1(7.69%)
KDIN Des Moines, IA	July 1, 1971	11	0	0	0	0	11(100 %)	10(90.9 %)	1(9.04%)
WJSP Columbus, GA	May 5, 1971	11	0	0	0	0	11(100 %)	9(81.81%)	2(18.18%)
WVPT Harrisonburg-Staunton, VA	Aug. 9, 1971	34	0	0	0	0	34(100 %)	32(94.11%)	2(5.88%)
KERA* Dallas	Sept.28, 1972	73	8(10.95%)	5(6.84%)	3(4.1%)	0	65(89.04%)	50(68.49%)	23(31.5 %)

*KERA - information received September 28, 1972.